1985-86 national faculty salary survey by discipline and rank

in state colleges and universities

American Association of State Colleges and Universities

College and University Personnel Association

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NATIONAL FACULTY SALARY SURVEY

BY

DISCIPLINE AND RANK

IN

STATE COLLEGES AND UNIVERSITIES

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
Eleven Dupont Circle, Suite 120
Washington, D.C. 20036

In Conjunction With

APPALACHIAN STATE UNIVERSITY
Boone, North Carolina 28608

The College and University Personnel Association is an international network of some 4,000 personnel administrators representing over 1,300 colleges and universities. Through regular and special publications and studies, CUPA aims to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Other services include annual conferences, regional meetings, and seminars on timely topics of special interest to the personnel profession.

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This *AASCU/CUPA 1985-86 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities* has been a collegial undertaking in the best sense of the term. The College and University Personnel Association (CUPA), with headquarters in Washington, D.C., cooperated with the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and with Appalachian State University in Boone, North Carolina, to produce this report.

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J. Beth Carlton, Graduate Student in Clinical Psychology
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Finally, very special thanks go to those 262 state college or university presidents/chancellors--AASCU members--who participated in the study.

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INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to colleagues in 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Two hundred five (205) institutions participated in the 1981-82 national pilot. Later, with many more disciplines/program areas, 227 institutions participated in 1982-83, 215 participated in 1983-84, 268 participated in 1984-85, and 262 participated in 1985-86. In all, over the period of five years (1981-82 through 1985-86), 350 AASCU-member institutions have participated in the AASCU/CUPA national faculty salary surveys by discipline and rank at least once.

This 1985-86 survey is a further step in the long-term plan to collect as complete information about faculty salaries as is possible. Sustaining collection of data on the same number of disciplines and institutions over a number of years will eventually establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1985-86), the survey is conducted every fall semester and includes most of the 50 two-digit program areas in A Classification of Instructional Programs and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that more current data can be effectively used by line administrators in a timely fashion.

For the second straight year (1984-85 and 1985-86), information was collected from participating colleges and universities which held collective bargaining contracts with their faculty. It is anticipated that this will continue and, thus, provide important salary data with which to compare to institutions not having collective bargaining contracts.

Also, for the second straight year, we are listing, in APPENDIX C, the names of all the participating institutions for each of the five years of

the survey. We encourage institutions to participate each year so we can provide them with relevant trend data in addition to the special studies that can be requested.

The reader's comments, suggestions, and questions are appreciated at any time.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. These data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

Applications

This survey effort attempts to address these needs by collecting data on 46 disciplines and comparing faculty ranks and average, low, and high salaries across these disciplines. The disciplines selected for this survey are those, it is hoped, that are most likely to be taught in the 262 state college and university members of AASCU which participated in the survey.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical location, enrollment, budget and FTE of students, an institution can request "special studies" comparing itself with a group of peers--10 or more institutions--using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special study data are aggregate data of 10 or

more institutions and with three or more data elements in each cell.

Also for the first time this year, those 82 institutions which have participated for each of the five years of the survey (1981-82, 1982-83, 1983-84, 1984-85, and 1985-86), may request salary trend studies by selected discipline(s) and/or by all disciplines in the study(ies) comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Finally, participating institutions this year may request percentile rank (PR) studies which will provide any participating institution with both a percentile ranking for each discipline and each rank in each discipline in comparison to 10 or more other participating institutions. Most importantly, we will be able to provide participating institutions with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR--e.g., from a 40 PR to a 50 PR. This application of percentile ranking, we believe, may become the most important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

SURVEY RESULTS

Methodology

This AASCU/CUPA 1985-86 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities collected and tabulated full-time salary data for faculty in 46 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by A Classification of Instructional Programs (CIP), 1981 (see Appendix A). The survey results are found in Appendix B--The Data Tables. Data for 63,623 faculty members at 262 public institutions (see Appendix C) were collected and tabulated.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY--based on a nine- or ten-month academic year salary of full-time faculty only--does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and prequisites are not included in the salary data.

AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY--The highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor implies that 36 percent of the faculty in that discipline/major field hold the

rank of associate professor.

SALARY FACTOR--for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.10 for assistant professors of mathematics is 10 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

NUM--the number of faculty members whose salaries were included to compute the average salary.

N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.

PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.

NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1985. All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS AND COMMUNICATIONS.

DISCIPLINE BUSINESS & MANAGEMENT
MAJOR FIELD BUSINESS ECONOMICS 0517

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	40362	344	118	32838	346	124	28164	318	103	28357	61	41	22593	61	41	33316	1069	142
HIGH SALARY	59891			44241			39000			39000			35615			59891		
LOW SALARY	29022			20424			17220			20000			15324			15324		
FAC MIX PCT	0.32			0.32			0.30			0.06			0.06			1.00		
SALARY FACTOR	1.05			1.06			1.09			1.13			1.09			1.06		

DISCIPLINE COMMUNICATIONS
MAJOR FIELD COMMUNICATIONS 0600

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	37262	335	114	30029	436	143	24583	447	145	23265	65	54	20346	212	88	28585	1430	169
HIGH SALARY	67641			46933			35600			33336			31953			67641		
LOW SALARY	24323			17801			12950			12950			12000			12000		
FAC MIX PCT	0.23			0.30			0.31			0.05			0.15			1.00		
SALARY FACTOR	0.87			0.97			0.95			0.93			0.98			0.91		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were somewhat lower for BUSINESS ECONOMICS (BE) as compared to COMMUNICATIONS (C):

	NUM	N/IS
BE	1069	142
C	1430	169

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS is higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	40362	32938	28164	28357	22593	33316
C	37262	30029	24583	23265	20346	28585

3. High and Low Salaries. The "high salaries" between BUSINESS ECONOMICS and COMMUNICATIONS are rather disparate among the ranks, but the "low salaries" are higher for all the ranks in BUSINESS ECONOMICS.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	59991	44241	39000	39000	35615	59991
C	67641	46933	35600	33336	31953	67641

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	29022	20424	17220	20000	15324	15324
C	24323	17801	12950	12950	12000	12000

4. Faculty Mix Percentage. The two disciplines are rather dissimilar when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, in BUSINESS ECONOMICS 32 percent of the faculty hold the rank of PROFESSOR, compared with COMMUNICATIONS where 23 percent of the faculty hold the rank of PROFESSOR. The comparisons for all ranks between the two major fields are as follows (note that NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.32	.32	.30	.06	.06	1.00
C	.23	.30	.31	.05	.15	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" major field and an "old" one and also how these differences compare with the overall average of all major fields in the study. The comparisons for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are as follows:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.06	.22	.50	.04	.22	1.00
PR	.43	.34	.22	.04	.02	1.00
AMF	.35	.30	.27	.03	.08	1.00

5. Salary Factor. This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS (BE) the average salary of INSTRUCTOR is 9 percent above the average salary of all INSTRUCTORS from the reporting institutions and is 11 percent above the average salary of INSTRUCTORS in COMMUNICATIONS (C). The data also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.05	1.06	1.09	1.13	1.09	1.06
C	0.97	0.97	0.95	0.93	0.98	0.91

6. Comparisons Between Non-Collective Bargaining Institutions and Collective Bargaining Institutions. In the two major fields of BUSINESS ECONOMICS and COMMUNICATIONS, the user should note below (page 18), the size of the sample, average salary, high and low salaries, faculty mix percentage and salary factor between GROUP #1 (Non-Collective Bargaining Institutions), and GROUP #2 (Collective Bargaining Institutions). For both BUSINESS ECONOMICS and COMMUNICATIONS the salary factor for collective bargaining faculty is higher than for non-collective bargaining faculty: 4 percent more for collective bargaining BUSINESS ECONOMICS faculty, and 9 percent more for collective bargaining COMMUNICATIONS faculty.

In all 46 major fields in the survey, collective bargaining faculty have a higher salary factor than for non-collective bargaining faculty. Eighty-six (86) of the participating institutions in this year's survey of 262 institutions (33%), have some type of collective bargaining contract with their institutions. The overall salary factor is 11 percent higher for collective bargaining institutions than for non-collective bargaining institutions in the survey. Please see APPENDIX C.

APPENDIX A

LIST OF SELECTED DISCIPLINES*

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*The numbers after the selected major fields are "crosswalks" between the CIP classification (A Classification of Instructional Programs, National Center for Education Statistics, 1981) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the new classification and those in parentheses are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline or major field, of course.

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MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS--13.0101 (0801)..... 19

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APPENDIX B

THE DATA TABLES

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODU 0100

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	36661	162	37	29326	105	40	25221	103	40	24239	18	15	19447	34	18	30389	404	52
HIGH SALARY	54500			41462			47950			27988			29531			54500		
LOW SALARY	25128			20189			17100			18540			13272			13272		
FAC MIX PCT	0.40			0.26			0.25			0.04			0.08			1.00		
SALARY FACTOR	0.96			0.94			0.98			0.96			0.94			0.97		
#1 AVERAGE SALARY	35011	120		29151	87		25093	96		24239	18		19413	29		29245	332	
HIGH SALARY	54500			41462			47950			27988			29531			54500		
LOW SALARY	25128			20189			17100			18540			13272			13272		
FAC MIX PCT	0.36			0.26			0.29			0.05			0.09			1.00		
SALARY FACTOR	0.91			0.94			0.97			0.96			0.94			0.93		
#2 AVERAGE SALARY	41376	42		30174	18		26978	7					19642	5		35666	72	
HIGH SALARY	44352			33636			31324						24000			44352		
LOW SALARY	30161			26604			24073						17620			17620		
FAC MIX PCT	0.58			0.25			0.10						0.07			1.00		
SALARY FACTOR	1.08			0.97			1.04						0.95			1.14		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN 0200

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	37158	53	13	31793	40	9	26076	54	13	24214	8	5	20372	5	4	31256	152	15
HIGH SALARY	51646			42850			38203			28980			22338			51646		
LOW SALARY	28965			24750			17100			18000			18855			17100		
FAC MIX PCT	0.35			0.26			0.36			0.05			0.03			1.00		
SALARY FACTOR	0.97			1.02			1.01			0.96			0.98			1.00		
#1 AVERAGE SALARY	35217	35		31699	19		25457	36		23380	6		20372	5		30033	95	
HIGH SALARY	45185			42850			38203			28980			22338			45185		
LOW SALARY	28965			24750			17100			18000			18855			17100		
FAC MIX PCT	0.37			0.20			0.38			0.06			0.05			1.00		
SALARY FACTOR	0.92			1.02			0.98			0.93			0.98			0.96		
#2 AVERAGE SALARY	40932	18		31879	21		27314	18		26715	2					33295	57	
HIGH SALARY	51646			40509			33518			27180						51646		
LOW SALARY	32695			26714			19213			26250						19213		
FAC MIX PCT	0.32			0.37			0.32			0.04						1.00		
SALARY FACTOR	1.07			1.03			1.06			1.06						1.06		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES 0300

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	41065	40	13	32458	64	18	26533	34	13	21000	2	2	24000	1	1	33425	139	23
	HIGH SALARY	50390			40783			32195			22000			24000			50390		
	LOW SALARY	30690			22806			18313			20000			24000			18313		
	FAC MIX PCT	0.29			0.46			0.24			0.01			0.01			1.00		
	SALARY FACTOR	1.07			1.05			1.03			0.84			1.16			1.07		
#1	AVERAGE SALARY	39921	7		32219	23		25660	16		22000	1		24000	1		30958	47	
	HIGH SALARY	50390			40783			32195			22000			24000			50390		
	LOW SALARY	35200			22806			18313			22000			24000			18313		
	FAC MIX PCT	0.15			0.49			0.34			0.02			0.02			1.00		
	SALARY FACTOR	1.04			1.04			0.99			0.88			1.16			0.99		
#2	AVERAGE SALARY	41308	33		32593	41		27309	18		20000	1					34685	92	
	HIGH SALARY	48269			40160			30776			20000						48269		
	LOW SALARY	30690			24495			20000			20000						20000		
	FAC MIX PCT	0.36			0.45			0.20			0.01						1.00		
	SALARY FACTOR	1.08			1.05			1.06			0.80						1.11		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES 0400

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	37438	1545	224	30553	1041	208	25939	800	176	23625	84	58	21528	198	43	31992	3584	235
	HIGH SALARY	78320			46541			35897			29997			26825			78320		
	LOW SALARY	23931			20424			17100			18000			11820			11820		
	FAC MIX PCT	0.43			0.29			0.22			0.02			0.06			1.00		
	SALARY FACTOR	0.98			0.98			1.00			0.94			1.04			1.02		
#1	AVERAGE SALARY	36063	919		30180	716		26109	618		23916	56		21669	179		30742	2432	
	HIGH SALARY	74286			43908			35897			29997			25452			74286		
	LOW SALARY	24228			20424			17100			18000			14292			14292		
	FAC MIX PCT	0.38			0.29			0.25			0.02			0.07			1.00		
	SALARY FACTOR	0.94			0.97			1.01			0.95			1.05			0.98		
#2	AVERAGE SALARY	39456	626		31376	325		25363	182		23044	28		20198	19		34632	1152	
	HIGH SALARY	78320			46541			34918			27993			26825			78320		
	LOW SALARY	23931			21915			17826			18000			11820			11820		
	FAC MIX PCT	0.54			0.28			0.16			0.02			0.02			1.00		
	SALARY FACTOR	1.03			1.01			0.98			0.92			0.98			1.11		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT 0500

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	42056	537	94	35174	587	101	29804	631	101	30852	96	42	21974	241	68	33733	1996	117
HIGH SALARY	75700			61620			45600			43493			37350			75700		
LOW SALARY	24228			20424			16092			20159			13500			13500		
FAC MIX PCT	0.27			0.29			0.32			0.05			0.12			1.00		
SALARY FACTOR	1.10			1.13			1.15			1.23			1.06			1.08		
#1 AVERAGE SALARY	41578	335		35011	345		30230	420		30712	64		21754	170		33387	1270	
HIGH SALARY	75700			61620			45600			43493			37350			75700		
LOW SALARY	24228			20424			16092			21000			13500			13500		
FAC MIX PCT	0.26			0.27			0.33			0.05			0.13			1.00		
SALARY FACTOR	1.08			1.13			1.17			1.22			1.05			1.07		
#2 AVERAGE SALARY	42850	202		35405	242		28955	211		31131	32		22502	71		34340	726	
HIGH SALARY	59699			48437			40509			40500			34000			59699		
LOW SALARY	25280			24315			17446			20159			18000			17446		
FAC MIX PCT	0.28			0.33			0.29			0.04			0.10			1.00		
SALARY FACTOR	1.12			1.14			1.12			1.24			1.09			1.10		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING 0502

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	43187	415	132	36207	463	155	30785	526	166	32759	81	61	22979	227	99	34393	1631	188
HIGH SALARY	77080			53448			46008			45000			42175			77080		
LOW SALARY	21708			20424			17232			20500			12088			12088		
FAC MIX PCT	0.25			0.28			0.32			0.05			0.14			1.00		
SALARY FACTOR	1.13			1.17			1.19			1.30			1.11			1.10		
#1 AVERAGE SALARY	42491	231		36131	300		31315	355		33455	55		22851	160		33869	1046	
HIGH SALARY	77080			53448			46008			43200			42175			77080		
LOW SALARY	21708			20424			17232			20500			12088			12088		
FAC MIX PCT	0.22			0.29			0.34			0.05			0.15			1.00		
SALARY FACTOR	1.11			1.16			1.21			1.33			1.10			1.08		
#2 AVERAGE SALARY	44061	184		36347	163		29685	171		31288	26		23287	67		35330	585	
HIGH SALARY	58900			49821			45000			45000			38500			58900		
LOW SALARY	33471			21500			21143			21143			16723			16723		
FAC MIX PCT	0.31			0.28			0.29			0.04			0.11			1.00		
SALARY FACTOR	1.15			1.17			1.15			1.25			1.13			1.13		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEM 0506

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	41522	694	150	34526	814	170	29710	753	160	30458	122	73	21696	287	111	33563	2548	185
HIGH SALARY	63400			51545			45650			45115			34000			63400		
LOW SALARY	19710			19386			17400			19954			13272			13272		
FAC MIX PCT	0.27			0.32			0.30			0.05			0.11			1.00		
SALARY FACTOR	1.08			1.11			1.15			1.21			1.05			1.07		
#1 AVERAGE SALARY	40640	426		34385	556		29858	536		30732	72		21523	209		32966	1727	
HIGH SALARY	63400			51545			45650			45115			34000			63400		
LOW SALARY	19710			19386			17100			19954			13272			13272		
FAC MIX PCT	0.25			0.32			0.31			0.04			0.12			1.00		
SALARY FACTOR	1.06			1.11			1.15			1.22			1.04			1.05		
#2 AVERAGE SALARY	42923	268		34832	258		29345	217		30063	50		22161	78		34819	821	
HIGH SALARY	58782			50831			41277			36505			32896			58782		
LOW SALARY	28615			20424			17100			19962			15324			15324		
FAC MIX PCT	0.33			0.31			0.26			0.06			0.10			1.00		
SALARY FACTOR	1.12			1.12			1.13			1.20			1.07			1.11		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS 0514

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	35499	92	46	29365	105	53	24342	163	68	25325	9	8	19812	71	39	27201	431	85
HIGH SALARY	47750			44448			36197			30000			31149			47750		
LOW SALARY	21222			20424			16000			18100			12450			12450		
FAC MIX PCT	0.21			0.24			0.38			0.02			0.16			1.00		
SALARY FACTOR	0.93			0.95			0.94			1.01			0.96			0.87		
#1 AVERAGE SALARY	34971	75		28867	84		24102	141		26489	6		19855	54		26887	354	
HIGH SALARY	47750			44448			36197			30000			31149			47750		
LOW SALARY	21222			20424			16000			22425			13500			13500		
FAC MIX PCT	0.21			0.24			0.40			0.02			0.15			1.00		
SALARY FACTOR	0.91			0.93			0.93			1.05			0.96			0.86		
#2 AVERAGE SALARY	37825	17		31359	21		25885	22		22997	3		19676	17		28643	77	
HIGH SALARY	45285			42681			32104			27916			26920			45285		
LOW SALARY	29737			24864			18100			18100			12450			12450		
FAC MIX PCT	0.22			0.27			0.29			0.04			0.22			1.00		
SALARY FACTOR	0.99			1.01			1.00			0.92			0.95			0.91		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 0517

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	40362	344	118	32938	346	124	28164	318	103	28357	61	41	22593	61	41	33316	1069	142
	HIGH SALARY	59991			44241			39000			39000			35615			59991		
	LOW SALARY	29022			20424			17220			20000			15324			15324		
	FAC MIX PCT	0.32			0.32			0.30			0.06			0.06			1.00		
	SALARY FACTOR	1.05			1.06			1.09			1.13			1.09			1.06		
#1	AVERAGE SALARY	39096	211		32931	224		28611	196		29429	38		22698	50		32846	681	
	HIGH SALARY	59991			44241			39000			39000			35615			59991		
	LOW SALARY	30832			20424			17220			20000			15324			15324		
	FAC MIX PCT	0.31			0.33			0.29			0.06			0.07			1.00		
	SALARY FACTOR	1.02			1.06			1.11			1.17			1.10			1.05		
#2	AVERAGE SALARY	42372	133		32952	122		27446	122		26585	23		22120	11		34142	388	
	HIGH SALARY	59699			42600			37007			31999			27000			59699		
	LOW SALARY	29022			24000			20638			22000			17100			17100		
	FAC MIX PCT	0.34			0.31			0.31			0.06			0.03			1.00		
	SALARY FACTOR	1.11			1.06			1.06			1.06			1.07			1.09		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 0600

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	37262	335	114	30029	436	143	24583	447	145	23265	65	54	20346	212	88	28585	1430	169
	HIGH SALARY	67641			46933			35600			33336			31953			67641		
	LOW SALARY	24323			17801			12950			12950			12000			12000		
	FAC MIX PCT	0.23			0.30			0.31			0.05			0.15			1.00		
	SALARY FACTOR	0.97			0.97			0.95			0.93			0.98			0.91		
#1	AVERAGE SALARY	35743	174		29370	263		24388	312		23142	42		20236	142		27414	891	
	HIGH SALARY	67641			45427			35600			33336			30100			67641		
	LOW SALARY	26076			21150			16140			18000			12000			12000		
	FAC MIX PCT	0.20			0.30			0.35			0.05			0.16			1.00		
	SALARY FACTOR	0.93			0.95			0.94			0.92			0.98			0.88		
#2	AVERAGE SALARY	38904	161		31031	173		25033	135		23489	23		20569	70		30521	539	
	HIGH SALARY	49356			46933			33561			30161			31953			49356		
	LOW SALARY	24323			17801			12950			12950			14000			12950		
	FAC MIX PCT	0.30			0.32			0.25			0.04			0.13			1.00		
	SALARY FACTOR	1.02			1.00			0.97			0.93			0.99			0.97		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES 0605

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	37588	47	16	30340	54	20	25856	53	19	24517	8	6	19629	26	14	29365	180	27
HIGH SALARY	44352			37485			48822			32000			27274			48822		
LOW SALARY	25825			22644			18600			21000			14424			14424		
FAC MIX PCT	0.26			0.30			0.29			0.04			0.14			1.00		
SALARY FACTOR	0.98			0.98			1.00			0.98			0.95			0.94		
#1 AVERAGE SALARY	33756	20		28813	30		25322	36		23448	7		20660	14		27403	100	
HIGH SALARY	39572			35659			48822			25008			27274			48822		
LOW SALARY	25825			22644			18600			21000			15324			15324		
FAC MIX PCT	0.20			0.30			0.36			0.07			0.14			1.00		
SALARY FACTOR	0.88			0.93			0.98			0.93			1.00			0.87		
#2 AVERAGE SALARY	40427	27		32249	24		26985	17		32000	1		18427	12		31817	80	
HIGH SALARY	44352			37485			34407			32000			26838			44352		
LOW SALARY	30955			24528			21082			32000			14424			14424		
FAC MIX PCT	0.34			0.30			0.21			0.01			0.15			1.00		
SALARY FACTOR	1.05			1.04			1.04			1.27			0.89			1.02		

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE 0700

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	42123	288	121	35078	434	155	29538	501	157	29692	91	61	22708	260	108	32405	1483	189
HIGH SALARY	65000			51800			43493			43493			49749			65000		
LOW SALARY	26000			20424			16140			20000			13200			13200		
FAC MIX PCT	0.19			0.29			0.34			0.06			0.18			1.00		
SALARY FACTOR	1.10			1.13			1.14			1.18			1.10			1.03		
#1 AVERAGE SALARY	41462	148		35088	266		30102	322		30839	58		22741	173		32009	909	
HIGH SALARY	65000			51800			43493			43493			49749			65000		
LOW SALARY	26000			20424			16140			20428			13200			13200		
FAC MIX PCT	0.16			0.29			0.35			0.06			0.19			1.00		
SALARY FACTOR	1.08			1.13			1.16			1.23			1.10			1.02		
#2 AVERAGE SALARY	42821	140		35062	168		28523	179		27675	33		22642	87		33032	574	
HIGH SALARY	55358			48183			37590			34700			31950			55358		
LOW SALARY	28968			25980			19000			20000			13272			13272		
FAC MIX PCT	0.24			0.29			0.31			0.06			0.15			1.00		
SALARY FACTOR	1.12			1.43			1.10			1.10			1.09			1.05		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION 0800

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	37549	1096	128	30503	887	125	25048	604	119	23761	80	45	19213	132	49	31584	2719	138
HIGH SALARY	68170			47100			38723			37500			30000			68170		
LOW SALARY	20094			17665			16500			16500			9900			9900		
FAC MIX PCT	0.40			0.33			0.22			0.03			0.05			1.00		
SALARY FACTOR	0.98			0.98			0.97			0.95			0.93			1.01		
#1 AVERAGE SALARY	36726	694		30199	558		24887	407		24433	53		19332	114		30835	1773	
HIGH SALARY	66154			47100			38723			37500			30000			66154		
LOW SALARY	23418			20424			16965			19000			9900			9900		
FAC MIX PCT	0.39			0.31			0.23			0.03			0.06			1.00		
SALARY FACTOR	0.96			0.97			0.96			0.97			0.93			0.98		
#2 AVERAGE SALARY	38972	402		31018	329		25381	197		22442	27		18609	18		32987	946	
HIGH SALARY	68170			44565			38127			30161			26500			68170		
LOW SALARY	20094			17665			16500			16500			15324			15324		
FAC MIX PCT	0.42			0.35			0.21			0.03			0.02			1.00		
SALARY FACTOR	1.02			1.00			0.98			0.89			0.90			1.05		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS 0801

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	36765	622	89	30309	398	89	24913	290	84	24033	47	28	19819	55	31	31681	1365	99
HIGH SALARY	62493			48906			36224			28885			30300			62493		
LOW SALARY	24228			20724			17100			19350			14000			14000		
FAC MIX PCT	0.46			0.29			0.21			0.03			0.04			1.00		
SALARY FACTOR	0.96			0.98			0.96			0.96			0.96			1.01		
#1 AVERAGE SALARY	35231	367		29453	238		24615	193		23833	21		20149	46		30352	844	
HIGH SALARY	62493			48906			36176			28885			30300			62493		
LOW SALARY	24228			20724			17100			19500			15324			15324		
FAC MIX PCT	0.43			0.28			0.23			0.02			0.05			1.00		
SALARY FACTOR	0.92			0.95			0.95			0.95			0.97			0.97		
#2 AVERAGE SALARY	38971	255		31582	160		25507	97		24194	26		18133	9		33834	521	
HIGH SALARY	46560			41000			36224			28000			21500			46560		
LOW SALARY	27787			22725			19350			19350			14000			14000		
FAC MIX PCT	0.49			0.31			0.19			0.05			0.02			1.00		
SALARY FACTOR	1.02			1.02			0.99			0.96			0.88			1.08		

PUELIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION ADMINISTRATION 0805

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	38709	280	69	31304	161	60	26309	66	33	23800	14	10	20533	14	8	34361	521	78
HIGH SALARY	68170			48172			54212			30700			32636			68170		
LOW SALARY	25840			21204			19000			20315			17490			17490		
FAC MIX PCT	0.54			0.31			0.13			0.03			0.03			1.00		
SALARY FACTOR	1.01			1.01			1.02			0.95			0.99			1.10		
#1 AVERAGE SALARY	38030	193		31096	112		25983	52		23297	10		20589	12		33660	369	
HIGH SALARY	66154			48172			54212			30700			32636			66154		
LOW SALARY	25840			21204			19000			20315			17490			17490		
FAC MIX PCT	0.52			0.30			0.14			0.03			0.03			1.00		
SALARY FACTOR	0.99			1.00			1.00			0.93			0.99			1.07		
#2 AVERAGE SALARY	40215	87		31780	49		27519	14		25058	4		20196	2		36063	152	
HIGH SALARY	68170			40000			31217			30440			20592			68170		
LOW SALARY	26255			23659			21650			21650			19800			19800		
FAC MIX PCT	0.57			0.32			0.09			0.03			0.01			1.00		
SALARY FACTOR	1.05			1.02			1.06			1.00			0.98			1.15		

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION 0808

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	37566	237	79	30126	266	94	24860	218	89	24130	26	21	20197	44	29	30359	765	111
HIGH SALARY	52603			40300			40879			27780			44352			52603		
LOW SALARY	24642			17100			15324			20029			11935			11935		
FAC MIX PCT	0.31			0.35			0.28			0.03			0.06			1.00		
SALARY FACTOR	0.98			0.97			0.96			0.96			0.98			0.97		
#1 AVERAGE SALARY	36132	106		29321	131		24257	115		24098	12		19675	31		28905	383	
HIGH SALARY	52603			40300			35547			27500			25630			52603		
LOW SALARY	24642			17100			15324			20029			11935			11935		
FAC MIX PCT	0.28			0.34			0.30			0.03			0.08			1.00		
SALARY FACTOR	0.94			0.94			0.94			0.96			0.95			0.92		
#2 AVERAGE SALARY	38726	131		30906	135		25533	103		24158	14		21444	13		31817	382	
HIGH SALARY	52565			39667			40879			27780			44352			52565		
LOW SALARY	26532			22148			18585			22000			15901			15901		
FAC MIX PCT	0.34			0.35			0.27			0.04			0.03			1.00		
SALARY FACTOR	1.01			1.00			0.99			0.96			1.04			1.02		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SE 0826

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	37883	226	63	30724	98	48	24466	84	45	23185	13	10	20623	6	6	33215	414	70
HIGH SALARY	77600			44475			38603			28625			25314			77600		
LOW SALARY	27080			23400			17330			19206			17856			17330		
FAC MIX PCT	0.55			0.24			0.20			0.03			0.01			1.00		
SALARY FACTOR	0.99			0.99			0.95			0.92			1.00			1.06		
#1 AVERAGE SALARY	36857	108		30672	61		24355	45		22250	6		19619	4		32229	218	
HIGH SALARY	77600			44475			38603			24000			20627			77600		
LOW SALARY	28550			23637			17330			21000			17856			17330		
FAC MIX PCT	0.50			0.28			0.21			0.03			0.02			1.00		
SALARY FACTOR	0.96			0.99			0.94			0.89			0.95			1.03		
#2 AVERAGE SALARY	38821	118		30810	37		24593	39		23987	7		22632	2		34312	196	
HIGH SALARY	49450			42256			29224			28625			25314			49450		
LOW SALARY	27080			23400			19206			19206			19950			19206		
FAC MIX PCT	0.60			0.19			0.20			0.04			0.01			1.00		
SALARY FACTOR	1.01			0.99			0.95			0.95			1.09			1.10		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION 0829

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	36729	300	55	30958	262	53	26038	181	51	24559	27	19	21026	28	17	31687	771	62
HIGH SALARY	55640			47100			39726			31000			28350			55640		
LOW SALARY	25406			21603			17100			19000			15324			15324		
FAC MIX PCT	0.39			0.34			0.23			0.04			0.04			1.00		
SALARY FACTOR	0.96			1.00			1.01			0.98			1.02			1.01		
#1 AVERAGE SALARY	35695	205		30558	172		25732	125		24311	18		21065	26		30942	528	
HIGH SALARY	53550			47100			39726			31000			28350			53550		
LOW SALARY	25406			21792			17100			19000			15324			15324		
FAC MIX PCT	0.39			0.33			0.24			0.03			0.05			1.00		
SALARY FACTOR	0.93			0.98			1.00			0.97			1.02			0.99		
#2 AVERAGE SALARY	38962	95		31721	90		26720	56		25055	9		20529	2		33306	243	
HIGH SALARY	55640			42427			33695			30000			22458			55640		
LOW SALARY	25802			21603			18189			22140			18600			18189		
FAC MIX PCT	0.39			0.37			0.23			0.04			0.01			1.00		
SALARY FACTOR	1.02			1.02			1.03			1.00			0.99			1.06		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION 0830

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	36168	86	37	28406	69	33	24695	39	26	26000	2	2	19949	9	7	30606	203	56
HIGH SALARY	55255			39490			32057			27000			22000			55255		
LOW SALARY	25128			20936			17400			25000			15564			15564		
FAC MIX PCT	0.42			0.34			0.19			0.01			0.04			1.00		
SALARY FACTOR	0.94			0.92			0.96			1.03			0.96			0.98		
#1 AVERAGE SALARY	34493	50		27857	45		23768	25		27000	1		19949	9		29085	129	
HIGH SALARY	55255			39490			28269			27000			22000			55255		
LOW SALARY	25128			20936			17400			27000			15564			15564		
FAC MIX PCT	0.39			0.35			0.19			0.01			0.07			1.00		
SALARY FACTOR	0.90			0.90			0.92			1.07			0.96			0.93		
#2 AVERAGE SALARY	38496	36		29436	24		26350	14		25000	1					33259	74	
HIGH SALARY	45590			38076			32057			25000						45590		
LOW SALARY	25254			22050			21733			25000						21733		
FAC MIX PCT	0.49			0.32			0.19			0.01						1.00		
SALARY FACTOR	1.00			0.95			1.02			1.00						1.06		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION 0835

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	37557	659	180	30449	713	200	25866	862	203	23464	60	38	21653	477	152	29171	2711	227
HIGH SALARY	62737			52926			43500			33385			40712			62737		
LOW SALARY	24576			20124			17048			18500			11664			11664		
FAC MIX PCT	0.24			0.26			0.32			0.02			0.18			1.00		
SALARY FACTOR	0.98			0.98			1.00			0.93			1.05			0.93		
#1 AVERAGE SALARY	35958	403		29460	412		25494	531		23586	28		21885	384		28074	1730	
HIGH SALARY	62737			46650			43500			33385			40712			62737		
LOW SALARY	24576			20124			17048			20000			13404			13404		
FAC MIX PCT	0.23			0.24			0.31			0.02			0.22			1.00		
SALARY FACTOR	0.94			0.95			0.99			0.94			1.06			0.90		
#2 AVERAGE SALARY	40073	256		31803	301		26462	331		23358	32		20696	93		31106	981	
HIGH SALARY	55520			52926			35815			30411			36000			55520		
LOW SALARY	27171			20304			18500			18500			11664			11664		
FAC MIX PCT	0.26			0.31			0.34			0.03			0.09			1.00		
SALARY FACTOR	1.05			1.02			1.02			0.93			1.00			0.99		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: VOCATIONAL AND TECHNICAL EDUCATION 0839

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	37484	186	56	30558	182	60	26069	165	58	24288	11	9	21378	65	37	30475	598	73
	HIGH SALARY	50027			40050			37148			27000			30663			50027		
	LOW SALARY	21817			19891			17100			18000			15324			15324		
	FAC MIX PCT	0.31			0.30			0.28			0.02			0.11			1.00		
	SALARY FACTOR	0.98			0.98			1.01			0.97			1.03			0.97		
#1	AVERAGE SALARY	35164	87		29722	112		25952	111		22002	2		21462	50		28727	360	
	HIGH SALARY	42790			39649			36297			26004			30663			42790		
	LOW SALARY	27243			21720			17100			18000			15324			15324		
	FAC MIX PCT	0.24			0.31			0.31			0.01			0.14			1.00		
	SALARY FACTOR	0.92			0.96			1.00			0.88			1.04			0.92		
#2	AVERAGE SALARY	39522	99		31894	70		26311	54		24797	9		21100	15		33120	238	
	HIGH SALARY	50027			40050			37148			27000			27000			50027		
	LOW SALARY	21817			19891			19375			21143			16223			16223		
	FAC MIX PCT	0.42			0.29			0.23			0.04			0.06			1.00		
	SALARY FACTOR	1.03			1.03			1.02			0.99			1.02			1.06		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING 0900

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	42992	758	77	35134	660	79	30348	572	76	31302	94	41	22220	113	34	35970	2103	87
	HIGH SALARY	86809			54000			45000			36993			31995			86809		
	LOW SALARY	17171			23112			19000			19000			16000			16000		
	FAC MIX PCT	0.36			0.31			0.27			0.04			0.05			1.00		
	SALARY FACTOR	1.12			1.13			1.17			1.25			1.07			1.15		
#1	AVERAGE SALARY	41346	407		34788	370		30003	351		31510	66		22065	77		34795	1205	
	HIGH SALARY	64084			54000			45000			36993			31995			64084		
	LOW SALARY	17171			23112			19748			23323			16000			16000		
	FAC MIX PCT	0.34			0.31			0.29			0.05			0.06			1.00		
	SALARY FACTOR	1.08			1.12			1.16			1.25			1.07			1.11		
#2	AVERAGE SALARY	44902	351		35575	290		30895	221		30813	28		22551	36		37546	898	
	HIGH SALARY	86809			50848			43419			36505			31899			86809		
	LOW SALARY	30263			24079			19000			19000			16723			16723		
	FAC MIX PCT	0.39			0.32			0.25			0.03			0.04			1.00		
	SALARY FACTOR	1.17			1.15			1.19			1.23			1.09			1.20		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS 1000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	35743	218	53	28984	268	57	23693	242	56	22621	29	17	20315	46	28	28718	774	71
HIGH SALARY	68047			43504			36681			27996			24698			68047		
LOW SALARY	26840			21015			17000			17500			16000			16000		
FAC MIX PCT	0.28			0.35			0.31			0.04			0.06			1.00		
SALARY FACTOR	0.93			0.93			0.92			0.90			0.98			0.92		
#1 AVERAGE SALARY	34712	139		28426	183		23405	170		23064	17		20197	38		27874	530	
HIGH SALARY	60000			43504			33536			27996			24698			60000		
LOW SALARY	26910			21015			17000			17500			16000			16000		
FAC MIX PCT	0.26			0.35			0.32			0.03			0.07			1.00		
SALARY FACTOR	0.91			0.92			0.91			0.92			0.98			0.89		
#2 AVERAGE SALARY	37557	79		30187	85		24374	72		21994	12		20876	8		30552	244	
HIGH SALARY	68047			41727			36681			21180			22234			68047		
LOW SALARY	26840			21192			18235			19000			17557			17557		
FAC MIX PCT	0.32			0.35			0.30			0.05			0.03			1.00		
SALARY FACTOR	0.98			0.97			0.94			0.88			1.01			0.98		

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DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS 1002

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	36271	659	147	28860	609	168	23788	477	154	21731	62	46	19758	62	51	29911	1807	185
HIGH SALARY	60144			49124			34500			27955			26855			60144		
LOW SALARY	21652			19845			16000			17000			13728			13728		
FAC MIX PCT	0.36			0.34			0.26			0.03			0.03			1.00		
SALARY FACTOR	0.95			0.93			0.92			0.87			0.95			0.95		
#1 AVERAGE SALARY	33756	315		27661	369		23203	303		21253	33		19635	45		27862	1032	
HIGH SALARY	54916			49124			34500			27955			26855			54916		
LOW SALARY	21652			19845			16000			17000			13728			13728		
FAC MIX PCT	0.31			0.36			0.29			0.03			0.04			1.00		
SALARY FACTOR	0.88			0.89			0.90			0.85			0.95			0.89		
#2 AVERAGE SALARY	38574	344		30704	240		24806	174		22274	29		20085	17		32640	775	
HIGH SALARY	60144			43138			33617			26532			23112			60144		
LOW SALARY	25992			20471			16000			18000			15468			15468		
FAC MIX PCT	0.44			0.31			0.22			0.04			0.02			1.00		
SALARY FACTOR	1.01			0.99			0.96			0.89			0.97			1.04		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC 1005

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	36721	891	185	29430	858	194	24294	763	189	22897	82	59	20414	214	109	29667	2726	216
	HIGH SALARY	68216			42798			38047			31000			37343			68216		
	LOW SALARY	22297			19344			15999			15999			12000			12000		
	FAC MIX PCT	0.33			0.31			0.28			0.03			0.08			1.00		
	SALARY FACTOR	0.96			0.95			0.94			0.91			0.99			0.95		
#1	AVERAGE SALARY	35377	490		28850	538		23989	532		23062	55		20558	158		28443	1718	
	HIGH SALARY	68216			42798			35547			31000			32440			68216		
	LOW SALARY	22297			19344			15999			15999			12000			12000		
	FAC MIX PCT	0.29			0.31			0.31			0.03			0.09			1.00		
	SALARY FACTOR	0.92			0.93			0.93			0.92			0.99			0.91		
#2	AVERAGE SALARY	38363	401		30406	320		24995	231		22561	27		20009	56		31753	1008	
	HIGH SALARY	50144			41727			38047			25532			37343			50144		
	LOW SALARY	22961			19634			17505			17505			14490			14490		
	FAC MIX PCT	0.40			0.32			0.23			0.03			0.06			1.00		
	SALARY FACTOR	1.00			0.98			0.97			0.90			0.97			1.01		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS 1007

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	38092	223	103	29448	222	105	23406	256	106	21182	38	28	19652	67	37	29089	768	142
	HIGH SALARY	69362			41776			34538			32175			27780			69362		
	LOW SALARY	24822			21204			16352			17000			13200			13200		
	FAC MIX PCT	0.29			0.29			0.33			0.05			0.09			1.00		
	SALARY FACTOR	0.99			0.95			0.91			0.84			0.95			0.93		
#1	AVERAGE SALARY	36573	112		28780	128		23250	149		21401	20		19711	54		27784	443	
	HIGH SALARY	56927			41776			34538			32175			25658			56927		
	LOW SALARY	27774			21204			17000			17000			13200			13200		
	FAC MIX PCT	0.25			0.29			0.34			0.05			0.12			1.00		
	SALARY FACTOR	0.95			0.93			0.90			0.85			0.95			0.89		
#2	AVERAGE SALARY	39625	111		30357	94		23625	107		20939	18		19405	13		30868	325	
	HIGH SALARY	69362			37412			32229			24416			27780			69362		
	LOW SALARY	24822			22453			16352			17500			15901			15901		
	FAC MIX PCT	0.34			0.29			0.33			0.06			0.04			1.00		
	SALARY FACTOR	1.03			0.98			0.91			0.83			0.94			0.99		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES 1100

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	37998	613	160	30018	603	180	24309	491	169	22163	56	42	19294	107	61	30537	1814	217
HIGH SALARY	60144			41727			35547			35547			27601			60144		
LOW SALARY	24228			17589			14020			18346			11301			11301		
FAC MIX PCT	0.34			0.33			0.27			0.03			0.06			1.00		
SALARY FACTOR	0.99			0.97			0.94			0.88			0.93			0.97		
#1 AVERAGE SALARY	35444	292		28916	347		23367	319		22026	32		19321	81		28299	1039	
HIGH SALARY	53200			39600			35547			35547			27601			53200		
LOW SALARY	24228			19380			14020			18346			12510			12510		
FAC MIX PCT	0.28			0.33			0.31			0.03			0.08			1.00		
SALARY FACTOR	0.92			0.93			0.90			0.88			0.93			0.90		
#2 AVERAGE SALARY	40322	321		31511	256		26056	172		22347	24		19211	26		33537	775	
HIGH SALARY	60144			41727			34918			30776			26532			60144		
LOW SALARY	25215			17589			16000			19000			11301			11301		
FAC MIX PCT	0.41			0.33			0.22			0.03			0.03			1.00		
SALARY FACTOR	1.05			1.02			1.01			0.89			0.93			1.07		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING 1203

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	38490	156	77	30552	540	144	24906	1204	159	23615	104	60	21160	529	111	26217	2429	167
HIGH SALARY	67000			63053			41106			35485			36075			67000		
LOW SALARY	23000			18552			13260			17458			14157			13260		
FAC MIX PCT	0.06			0.22			0.50			0.04			0.22			1.00		
SALARY FACTOR	1.00			0.98			0.96			0.94			1.02			0.84		
#1 AVERAGE SALARY	36361	70		30157	335		24618	829		23740	70		21115	429		25324	1663	
HIGH SALARY	67000			63053			41106			35485			36075			67000		
LOW SALARY	23000			18552			13260			17458			14157			13260		
FAC MIX PCT	0.04			0.20			0.50			0.04			0.26			1.00		
SALARY FACTOR	0.95			0.97			0.95			0.94			1.02			0.81		
#2 AVERAGE SALARY	40223	86		31198	205		25542	375		23358	34		21354	100		28157	766	
HIGH SALARY	53169			40211			33068			32004			27499			53169		
LOW SALARY	27670			20424			17100			19500			15324			15324		
FAC MIX PCT	0.11			0.27			0.49			0.04			0.13			1.00		
SALARY FACTOR	1.05			1.01			0.99			0.93			1.03			0.90		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY 1220

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	39407	171	59	30795	153	64	24852	154	63	24186	22	19	21315	52	30	30916	530	80
HIGH SALARY	60144			43000			33671			29571			27639			60144		
LOW SALARY	21861			18552			16692			20010			17004			16692		
FAC MIX PCT	0.32			0.29			0.29			0.04			0.10			1.00		
SALARY FACTOR	1.03			0.99			0.96			0.96			1.03			0.99		
#1 AVERAGE SALARY	37019	88		29955	76		24311	90		24272	12		21344	35		29305	289	
HIGH SALARY	52650			43000			33671			25770			26131			52650		
LOW SALARY	21861			18552			16692			20010			17004			16692		
FAC MIX PCT	0.30			0.26			0.31			0.04			0.12			1.00		
SALARY FACTOR	0.97			0.97			0.94			0.93			1.03			0.94		
#2 AVERAGE SALARY	41940	83		31624	77		25614	64		25284	10		21254	17		32849	241	
HIGH SALARY	60144			39438			32057			29571			27639			60144		
LOW SALARY	28633			24791			18000			21000			17724			17724		
FAC MIX PCT	0.34			0.32			0.27			0.04			0.07			1.00		
SALARY FACTOR	1.09			1.02			0.99			1.01			1.03			1.05		

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS 1300

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	37777	145	57	30305	221	79	25582	363	91	23478	33	26	19882	127	54	28021	856	100
HIGH SALARY	78205			42788			41421			33660			27800			78205		
LOW SALARY	17058			20784			16880			16880			13404			13404		
FAC MIX PCT	0.17			0.26			0.42			0.04			0.15			1.00		
SALARY FACTOR	0.99			0.98			0.99			0.93			0.96			0.89		
#1 AVERAGE SALARY	36820	99		29766	147		25480	265		23821	28		19779	106		27341	617	
HIGH SALARY	78205			42788			41421			33660			27800			78205		
LOW SALARY	17058			20784			17100			20500			13404			13404		
FAC MIX PCT	0.16			0.24			0.43			0.05			0.17			1.00		
SALARY FACTOR	0.96			0.96			0.99			0.95			0.96			0.87		
#2 AVERAGE SALARY	39838	46		31375	74		25858	98		21556	5		20403	21		29777	239	
HIGH SALARY	54819			40256			34893			25332			25314			54819		
LOW SALARY	26622			24705			16880			16880			16200			16200		
FAC MIX PCT	0.19			0.31			0.41			0.02			0.09			1.00		
SALARY FACTOR	1.04			1.01			1.00			0.86			0.99			0.95		

PUBLIC GROUP
GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS 1500

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	37302	1579	205	29497	1337	209	24120	1180	196	21938	121	71	18318	480	113	29631	4576	215
HIGH SALARY	65115			49171			37093			32900			45472			65115		
LOW SALARY	23444			19584			14500			14500			10946			10946		
FAC MIX PCT	0.35			0.29			0.26			0.03			0.10			1.00		
SALARY FACTOR	0.97			0.95			0.93			0.87			0.89			0.95		
#1 AVERAGE SALARY	35680	858		28681	855		23502	787		21681	73		17942	375		27951	2875	
HIGH SALARY	65115			49171			33706			32900			28500			65115		
LOW SALARY	23444			19584			14500			14500			10946			10946		
FAC MIX PCT	0.30			0.30			0.27			0.03			0.13			1.00		
SALARY FACTOR	0.93			0.92			0.91			0.86			0.87			0.89		
#2 AVERAGE SALARY	39233	721		30945	482		25358	393		22329	48		19657	105		32470	1701	
HIGH SALARY	60144			44608			37093			30000			45472			60144		
LOW SALARY	26050			22280			15876			18500			11502			11502		
FAC MIX PCT	0.42			0.28			0.23			0.03			0.06			1.00		
SALARY FACTOR	1.02			1.00			0.98			0.89			0.95			1.04		

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION 1509

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	38201	389	132	30287	308	129	23827	199	101	21542	34	32	20112	15	13	32087	911	167
HIGH SALARY	53871			50962			34061			27955			25332			53871		
LOW SALARY	22674			13275			17000			17000			15324			13275		
FAC MIX PCT	0.43			0.34			0.22			0.04			0.02			1.00		
SALARY FACTOR	1.00			0.98			0.92			0.86			0.97			1.02		
#1 AVERAGE SALARY	36445	187		29289	188		23290	121		21164	21		19393	9		30325	505	
HIGH SALARY	52700			42141			32747			27955			21780			52700		
LOW SALARY	25200			13275			17000			17000			15324			13275		
FAC MIX PCT	0.37			0.37			0.24			0.04			0.02			1.00		
SALARY FACTOR	0.95			0.94			0.90			0.84			0.94			0.97		
#2 AVERAGE SALARY	39827	202		31850	120		24661	78		22152	13		21192	6		34280	406	
HIGH SALARY	53871			50962			34061			27780			25332			53871		
LOW SALARY	22674			23067			17615			19206			18083			17615		
FAC MIX PCT	0.50			0.30			0.19			0.03			0.01			1.00		
SALARY FACTOR	1.04			1.03			0.95			0.88			1.02			1.09		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES 1600

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	37773	52	27	30547	104	42	24402	151	50	22884	14	10	19992	46	18	27607	353	62
HIGH SALARY	50798			45193			39624			35547			27430			50798		
LOW SALARY	18976			19604			14871			17000			15296			14871		
FAC MIX PCT	0.15			0.29			0.43			0.04			0.13			1.00		
SALARY FACTOR	0.99			0.98			0.94			0.91			0.97			0.88		
#1 AVERAGE SALARY	35903	26		30486	51		23921	71		24053	7		20168	35		26735	183	
HIGH SALARY	47500			45193			39624			35547			27430			47500		
LOW SALARY	18976			20424			14871			17000			15296			14871		
FAC MIX PCT	0.14			0.28			0.39			0.04			0.19			1.00		
SALARY FACTOR	0.94			0.98			0.93			0.96			0.97			0.85		
#2 AVERAGE SALARY	39642	26		30606	53		24829	80		21715	7		19433	11		28546	170	
HIGH SALARY	50798			39813			34770			27500			21143			50798		
LOW SALARY	29361			19604			15591			17000			15901			15591		
FAC MIX PCT	0.15			0.31			0.47			0.04			0.06			1.00		
SALARY FACTOR	1.03			0.99			0.96			0.86			0.94			0.91		

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS 1700

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	38595	1202	229	31143	1115	223	25965	1048	218	25178	159	94	19295	436	145	30713	3801	249
HIGH SALARY	74900			52108			38335			35000			32004			74900		
LOW SALARY	19500			20424			15511			16365			12150			12150		
FAC MIX PCT	0.32			0.29			0.28			0.04			0.11			1.00		
SALARY FACTOR	1.01			1.00			1.00			1.00			0.93			0.98		
#1 AVERAGE SALARY	36948	663		30146	701		25539	720		25000	115		19154	322		29170	2406	
HIGH SALARY	61000			44650			38335			33000			32004			61000		
LOW SALARY	19500			20424			15511			16365			12250			12250		
FAC MIX PCT	0.28			0.29			0.30			0.05			0.13			1.00		
SALARY FACTOR	0.96			0.97			0.99			1.00			0.93			0.93		
#2 AVERAGE SALARY	40621	539		32832	414		26901	328		25643	44		19695	114		33373	1395	
HIGH SALARY	74900			52108			37474			35000			28513			74900		
LOW SALARY	20094			20784			17220			20230			12150			12150		
FAC MIX PCT	0.39			0.30			0.24			0.03			0.08			1.00		
SALARY FACTOR	1.06			1.06			1.04			1.02			0.95			1.07		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE PHYSICAL SCIENCES
MAJOR FIELD PHYSICAL SCIENCE 1900

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	36867	219	53	30074	141	45	24806	116	43	23537	18	13	20810	24	13	31382	500	65
HIGH SALARY	73000			49585			37795			28000			25167			73000		
LOW SALARY	24648			20124			15376			18000			13164			13164		
FAC MIX PCT	0.44			0.28			0.23			0.04			0.05			1.00		
SALARY FACTOR	0.96			0.97			0.96			0.94			1.01			1.00		
#1 AVERAGE SALARY	35637	127		30338	90		25065	84		23287	15		20648	21		30420	322	
HIGH SALARY	73000			49585			37795			27500			25167			73000		
LOW SALARY	24648			20124			15376			18000			13164			13164		
FAC MIX PCT	0.39			0.28			0.26			0.05			0.07			1.00		
SALARY FACTOR	0.93			0.98			0.97			0.93			1.00			0.97		
#2 AVERAGE SALARY	38565	92		29607	51		24128	32		24786	3		21937	3		33122	178	
HIGH SALARY	59324			36926			29256			28000			23874			59324		
LOW SALARY	30161			22140			20506			21000			20795			20506		
FAC MIX PCT	0.52			0.29			0.18			0.02			0.02			1.00		
SALARY FACTOR	1.01			0.95			0.93			0.99			1.06			1.06		

DISCIPLINE PHYSICAL SCIENCES
MAJOR FIELD PHYSICS 1902

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	39188	630	163	31374	382	148	25896	225	118	24791	36	28	20285	38	27	33938	1275	196
HIGH SALARY	63732			46161			34918			30543			26488			63732		
LOW SALARY	25128			14279			15515			19206			15324			14279		
FAC MIX PCT	0.49			0.30			0.18			0.03			0.03			1.00		
SALARY FACTOR	1.02			1.01			1.00			0.99			0.98			1.08		
#1 AVERAGE SALARY	37346	339		30303	245		25623	141		24790	16		20351	29		32212	754	
HIGH SALARY	63000			45335			34700			28494			26488			63000		
LOW SALARY	25128			14279			15515			20250			15324			14279		
FAC MIX PCT	0.45			0.32			0.19			0.02			0.04			1.00		
SALARY FACTOR	0.97			0.98			0.99			0.99			0.98			1.03		
#2 AVERAGE SALARY	41334	291		33289	137		26355	84		24791	20		20071	9		36436	521	
HIGH SALARY	63732			46161			34918			30543			22626			63732		
LOW SALARY	25500			20784			19206			19206			15901			15901		
FAC MIX PCT	0.56			0.26			0.16			0.04			0.02			1.00		
SALARY FACTOR	1.08			1.07			1.02			0.99			0.97			1.16		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL 1905

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	38173	981	200	30482	469	181	24785	352	149	24574	69	54	19508	50	36	33177	1852	224
HIGH SALARY	73000			44216			37359			30543			26532			73000		
LOW SALARY	24648			19764			15000			15000			15324			15000		
FAC MIX PCT	0.53			0.25			0.19			0.04			0.03			1.00		
SALARY FACTOR	1.00			0.98			0.96			0.98			0.94			1.06		
#1 AVERAGE SALARY	36056	538		29734	309		24423	236		24477	40		20043	34		31361	1117	
HIGH SALARY	73000			43882			33906			29000			26520			73000		
LOW SALARY	24648			20424			15000			15000			15324			15000		
FAC MIX PCT	0.48			0.28			0.21			0.04			0.03			1.00		
SALARY FACTOR	0.94			0.96			0.94			0.97			0.97			1.00		
#2 AVERAGE SALARY	40745	443		31927	160		25520	116		24708	29		18370	16		35935	735	
HIGH SALARY	67250			44216			37359			30643			26532			67250		
LOW SALARY	25000			19764			17100			20000			15564			15564		
FAC MIX PCT	0.60			0.22			0.16			0.04			0.02			1.00		
SALARY FACTOR	1.06			1.03			0.99			0.98			0.89			1.15		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGICAL SCIENCES 1914

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	38203	304	108	30750	198	87	25563	155	81	24620	16	16	20895	16	12	32688	673	131
HIGH SALARY	68000			46750			35004			28000			26703			68000		
LOW SALARY	24000			24073			17100			17280			13847			13847		
FAC MIX PCT	0.45			0.29			0.23			0.02			0.02			1.00		
SALARY FACTOR	1.00			0.99			0.99			0.98			1.01			1.04		
#1 AVERAGE SALARY	37171	185		30622	141		25278	117		25067	9		20274	13		31612	456	
HIGH SALARY	68000			46750			35004			28000			26703			68000		
LOW SALARY	24000			24390			17100			17280			13847			13847		
FAC MIX PCT	0.41			0.31			0.26			0.02			0.03			1.00		
SALARY FACTOR	0.97			0.99			0.98			1.00			0.98			1.01		
#2 AVERAGE SALARY	39808	119		31066	57		26443	38		24045	7		23585	3		34947	217	
HIGH SALARY	53469			39667			32057			27180			25011			53469		
LOW SALARY	28368			24073			18000			18000			22243			18000		
FAC MIX PCT	0.55			0.26			0.18			0.03			0.01			1.00		
SALARY FACTOR	1.04			1.00			1.02			0.96			1.14			1.12		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY

2000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	38369	1187	212	30677	931	211	24965	547	189	23134	87	66	20679	55	42	32682	2720	233
HIGH SALARY	75634			43664			40267			30990			27900			75634		
LOW SALARY	19500			19704			15000			17604			14000			14000		
FAC MIX PCT	0.44			0.34			0.20			0.03			0.02			1.00		
SALARY FACTOR	1.00			0.99			0.97			0.92			1.00			1.04		
#1 AVERAGE SALARY	36499	617		29659	538		24303	356		23204	56		19916	41		30892	1552	
HIGH SALARY	66100			43664			38213			30990			27900			66100		
LOW SALARY	19500			19704			15000			17604			14000			14000		
FAC MIX PCT	0.40			0.35			0.23			0.04			0.03			1.00		
SALARY FACTOR	0.95			0.96			0.94			0.92			0.96			0.99		
#2 AVERAGE SALARY	40394	570		32069	393		26198	191		23007	31		22914	14		35062	1168	
HIGH SALARY	75634			41727			40267			29000			27780			75634		
LOW SALARY	27369			21410			18511			19000			16200			16200		
FAC MIX PCT	0.49			0.34			0.16			0.03			0.01			1.00		
SALARY FACTOR	1.05			1.03			1.01			0.92			1.11			1.12		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES

2200

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	36967	340	73	29569	425	84	24061	333	70	23562	41	24	19824	50	26	29737	1148	93
HIGH SALARY	75647			52271			34918			32000			32148			75647		
LOW SALARY	10000			20424			15048			15048			12000			10000		
FAC-MIX PCT	0.30			0.37			0.29			0.04			0.04			1.00		
SALARY FACTOR	0.96			0.95			0.93			0.94			0.96			0.95		
#1 AVERAGE SALARY	36032	215		29301	282		24143	226		23286	30		19790	39		29183	762	
HIGH SALARY	70000			52271			34480			32000			32148			70000		
LOW SALARY	10000			20424			15048			15048			12000			10000		
FAC MIX PCT	0.28			0.37			0.30			0.04			0.05			1.00		
SALARY FACTOR	0.94			0.94			0.93			0.93			0.96			0.93		
#2 AVERAGE SALARY	38575	125		30096	143		23890	107		24314	11		19942	11		30832	386	
HIGH SALARY	75647			41727			34918			28000			27498			75647		
LOW SALARY	25338			22458			17100			19248			15324			15324		
FAC MIX PCT	0.32			0.37			0.28			0.03			0.03			1.00		
SALARY FACTOR	1.01			0.97			0.92			0.97			0.96			0.98		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY 2202

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	39191	199	65	30472	149	79	24838	87	50	21496	6	5	22239	4	4	33232	439	99
HIGH SALARY	59810			44400			41727			23000			24444			59810		
LOW SALARY	28848			22458			17043			19000			19653			17043		
FAC MIX PCT	0.45			0.34			0.20			0.01			0.01			1.00		
SALARY FACTOR	1.02			0.98			0.96			0.86			1.07			1.06		
#1 AVERAGE SALARY	37055	90		29691	76		23941	48		21496	6		22239	4		31328	218	
HIGH SALARY	59810			38376			30732			23000			24444			59810		
LOW SALARY	28848			24310			17043			19000			19653			17043		
FAC MIX PCT	0.41			0.35			0.22			0.03			0.02			1.00		
SALARY FACTOR	0.97			0.96			0.93			0.86			1.07			1.00		
#2 AVERAGE SALARY	40955	109		31284	73		25941	39								35111	221	
HIGH SALARY	50144			44400			41727									50144		
LOW SALARY	30166			22458			19962									19962		
FAC MIX PCT	0.49			0.33			0.18									1.00		
SALARY FACTOR	1.07			1.01			1.00									1.12		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY 2205

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	37914	1278	214	30365	669	190	24571	328	156	21659	53	41	20454	38	31	33552	2313	222
HIGH SALARY	69200			44946			38050			28578			29100			69200		
LOW SALARY	10000			20784			17100			17500			15324			10000		
FAC MIX PCT	0.55			0.29			0.14			0.02			0.02			1.00		
SALARY FACTOR	0.99			0.98			0.95			0.86			0.99			1.07		
#1 AVERAGE SALARY	36266	732		29377	432		23907	228		21494	35		19841	31		31836	1423	
HIGH SALARY	69200			44946			35547			25080			26748			69200		
LOW SALARY	10000			20784			17100			17500			15324			10000		
FAC MIX PCT	0.51			0.30			0.16			0.02			0.02			1.00		
SALARY FACTOR	0.95			0.95			0.92			0.86			0.96			1.02		
#2 AVERAGE SALARY	40124	546		32167	237		26087	100		21980	18		23169	7		36294	890	
HIGH SALARY	67250			43200			38050			28578			29100			67250		
LOW SALARY	26400			22458			18000			18000			16832			16832		
FAC MIX PCT	0.61			0.27			0.11			0.02			0.01			1.00		
SALARY FACTOR	1.05			1.04			1.01			0.87			1.12			1.16		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY 2206

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	38556	291	103	29906	235	106	25288	155	83	22525	21	18	20958	20	17	32220	701	133
HIGH SALARY	53875			38600			36184			27780			25732			53875		
LOW SALARY	26200			21204			18000			18000			15000			15000		
FAC MIX PCT	0.42			0.34			0.22			0.03			0.03			1.00		
SALARY FACTOR	1.01			0.96			0.98			0.90			1.01			1.03		
#1 AVERAGE SALARY	36578	123		29483	149		24622	85		21988	11		20417	16		30325	373	
HIGH SALARY	53875			38600			33156			27000			25000			53875		
LOW SALARY	26200			21204			18000			18000			15000			15000		
FAC MIX PCT	0.33			0.40			0.23			0.03			0.04			1.00		
SALARY FACTOR	0.95			0.95			0.95			0.88			0.99			0.97		
#2 AVERAGE SALARY	40004	168		30640	86		26097	70		23116	10		23123	4		34375	328	
HIGH SALARY	51875			38076			36184			27780			25732			51875		
LOW SALARY	28820			22092			19774			21000			20548			19774		
FAC MIX PCT	0.51			0.26			0.21			0.03			0.01			1.00		
SALARY FACTOR	1.04			0.99			1.01			0.92			1.12			1.10		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE 2207

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	37814	656	183	30160	485	178	24528	325	142	22329	56	41	20898	66	40	31843	1532	213
HIGH SALARY	60144			41792			35547			28600			28500			60144		
LOW SALARY	21000			20424			16000			16000			14890			14890		
FAC MIX PCT	0.43			0.32			0.21			0.04			0.04			1.00		
SALARY FACTOR	0.99			0.97			0.95			0.89			1.01			1.02		
#1 AVERAGE SALARY	35912	346		29800	330		24452	242		22538	40		21065	47		30224	965	
HIGH SALARY	55600			41792			35547			28600			28500			55600		
LOW SALARY	21000			20424			17000			17000			14890			14890		
FAC MIX PCT	0.36			0.34			0.25			0.04			0.05			1.00		
SALARY FACTOR	0.94			0.96			0.95			0.90			1.02			0.96		
#2 AVERAGE SALARY	39937	310		30926	155		24750	83		21807	16		20485	19		34598	567	
HIGH SALARY	60144			41727			33914			27780			26532			60144		
LOW SALARY	25050			20936			16000			16000			18500			16000		
FAC MIX PCT	0.55			0.27			0.15			0.03			0.03			1.00		
SALARY FACTOR	1.04			1.00			0.96			0.87			0.99			1.10		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY 2208

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	38285	545	154	30469	593	175	24955	424	155	23071	47	38	19538	43	35	31373	1605	207
HIGH SALARY	65400			51121			40859			32300			27856			65400		
LOW SALARY	24648			15515			15003			15003			13847			13847		
FAC MIX PCT	0.34			0.37			0.26			0.03			0.03			1.00		
SALARY FACTOR	1.00			0.98			0.97			0.92			0.94			1.00		
#1 AVERAGE SALARY	36232	261		29878	352		24725	285		23179	32		19352	31		29730	929	
HIGH SALARY	65400			51121			35547			32300			24375			65400		
LOW SALARY	24648			15515			15003			15003			13847			13847		
FAC MIX PCT	0.28			0.38			0.31			0.03			0.03			1.00		
SALARY FACTOR	0.95			0.96			0.96			0.92			0.94			0.95		
#2 AVERAGE SALARY	40172	284		31332	241		25428	139		22840	15		20019	12		33631	676	
HIGH SALARY	54928			47270			40859			27916			27856			54928		
LOW SALARY	25459			21329			18348			19000			15000			15000		
FAC MIX PCT	0.42			0.36			0.21			0.02			0.02			1.00		
SALARY FACTOR	1.05			1.01			0.98			0.91			0.97			1.07		

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES 4900

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	36627	68	21	29536	110	20	24006	111	20	22125	1	1	20590	14	6	28688	303	29
HIGH SALARY	51000			41250			35038			22125			26172			51000		
LOW SALARY	29988			22297			17496			22125			14200			14200		
FAC MIX PCT	0.22			0.36			0.37						0.05			1.00		
SALARY FACTOR	0.96			0.95			0.93			0.88			0.99			0.92		
#1 AVERAGE SALARY	35537	33		29335	72		23314	87					21152	11		27319	203	
HIGH SALARY	48051			41250			28917						26172			48051		
LOW SALARY	29988			23000			19400						16893			16893		
FAC MIX PCT	0.16			0.35			0.43						0.05			1.00		
SALARY FACTOR	0.93			0.95			0.90						1.02			0.87		
#2 AVERAGE SALARY	37655	35		29917	38		26515	24		22125	1		18527	3		31466	100	
HIGH SALARY	51000			38811			35038			22125			23065			51000		
LOW SALARY	31272			22297			17496			22125			14200			14200		
FAC MIX PCT	0.35			0.38			0.24			0.01			0.03			1.00		
SALARY FACTOR	0.98			0.96			1.03			0.88			0.90			1.00		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

GROUP		PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS		
		SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	
ALL	AVERAGE SALARY	38327	21998	31034	19310	25858	17150	25122	2224	20695	5165	31321	63623	262
	HIGH SALARY	86809		63053		54212		45115		49749		86809		
	LOW SALARY	10000		13275		12950		12950		9900		9900		
	FAC MIX PCT	0.35		0.30		0.27		0.03		0.08		1.00		
	SALARY FACTOR	1.00		1.00		1.00		1.00		1.00		1.00		
#1	AVERAGE SALARY	36809	12266	30432	12058	25624	11530	25298	1413	20621	3943	30032	39797	
	HIGH SALARY	78205		63053		54212		45115		49749		78205		176
	LOW SALARY	10000		13275		13260		14500		9900		9900		
	FAC MIX PCT	0.31		0.30		0.29		0.04		0.10		1.00		
	SALARY FACTOR	0.96		0.98		0.99		1.01		1.00		0.96		
#2	AVERAGE SALARY	40239	9732	32034	7252	26336	5620	24816	811	20933	1222	33472	23826	
	HIGH SALARY	86809		52926		45000		45000		45472		86809		86
	LOW SALARY	20094		17589		12950		12950		11301		11301		
	FAC MIX PCT	0.41		0.30		0.24		0.03		0.05		1.00		
	SALARY FACTOR	1.05		1.03		1.02		0.99		1.01		1.07		

APPENDIX C

LIST OF PARTICIPATING INSTITUTIONS

	81-82	82-83	83-84	84-85	85-86
Adams State College (CO)	*			*	*
Alabama State University (AL)		*	*	*	*
Albany State College (GA)				*	
Alcorn State University (MS)	*				
Angelo State University (TX)	*		*	*	*
APPALACHIAN STATE UNIVERSITY (NC)	*	*	*	*	*
Arecibo Technological University College (PR)				**	**
Arkansas State University (AR)		*	*	*	**
Arkansas Tech University (AR)		*	*	*	*
Armstrong State College (GA)				*	*
Athens State College (AL)					*
Auburn University at Montgomery (AL)			*	*	*
AUGUSTA COLLEGE (GA)	*	*	*	*	*
Austin Peay State University (TN)	*		*		
Ball State University (IN)	*		*		*
Bayamon Technological University College (PR)					*
Bemidji State University (MN)	*	*			
Bernard M. Baruch College (NY)			*	**	
BLACK HILLS STATE COLLEGE (SD)	*	*	*	**	**
Bluefield State College (WV)			*	*	*
BOISE STATE UNIVERSITY (ID)	*	*	*	*	*
Bowie State College (MD)	*	*	*	*	
Bowling Green State University (OH)		*		*	
California Maritime Academy (CA)		*		**	
California Polytechnic State University San Luis Obispo (CA)		*	*		
California State College, Bakersfield (CA)				**	**
California State Polytechnic University Pomona (CA)		*			
California State University, Dominguez Hills (CA)	*	*		**	**
California State University, Fresno (CA)			*		**
California State University, Fullerton (CA)	*		*	**	**
CALIFORNIA STATE UNIVERSITY, HAYWARD (CA)	*	*	*	**	**

Those institutions listed in CAPITAL LETTERS have participated in each of the five years of the survey.

**The "double star" symbol denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not requested until the 1984-85 survey, and is continued with this survey. Eighty-six (86) participating institutions had CBCs during 1985-1986.

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86
California State University, Long Beach (CA)		*	*	**	**
California State University, Los Angeles (CA)				**	
California State University, Northridge (CA)		*		**	
California State University, San Bernadino (CA)		*		**	**
California State University, Stanislaus (CA)	*	*			**
CALIFORNIA UNIVERSITY OF PENNSYLVANIA (PA)	*	*	*	**	**
Cameron University (OK)	*	*	*		
CASTLETON STATE COLLEGE (VT)	*	*	*	**	**
Cayey University College (PR)		*	*	*	
Central Connecticut State University (CT)		*	*	**	**
CENTRAL MICHIGAN UNIVERSITY (MI)	*	*	*	**	**
Central Missouri State University (MO)	*	*		*	*
Central State University (OK)		*		*	*
Central Washington University (WA)	*	*		*	*
Chadron State College (NE)	*	*	*	*	
Chicago State University (IL)	*	*		**	**
CHRISTOPHER NEWPORT COLLEGE (VA)	*	*	*	*	*
Citadel,(The) Military College of South Carolina (SC)				*	*
Clarion University of Pennsylvania (PA)		*	*	**	**
Cleveland State University (OH)	*			*	*
Clinch Valley College of the University of Virginia (VA)			*	*	*
College of Charleston (SC)	*		*	*	*
College of Staten Island, The (NY)			*	**	**
College of the Virgin Islands at St. Croix (VI)			*	*	*
College of the Virgin Islands at St. Thomas (VI)	*		*	*	*
College of William and Mary (VA)		*		*	*
COLUMBUS COLLEGE (GA)	*	*	*	*	*
CONCORD COLLEGE (WV)	*	*	*	*	*
Coppin State College (MD)	*	*	*	*	
Corpus Christi State University (TX)	*	*	*	*	
Dakota State College (SD)		*	*	**	**
DELTA STATE UNIVERSITY (MS)	*	*	*	*	*
Dickinson State College (MD)			*	*	*
East Central University (OK)	*		*	*	*
East Stroudburg State College (TN)	*				
East Stroudsburg University (PA)		*			**
East Tennessee State University (TN)	*	*	*	*	
East Texas State University (TX)		*		*	*
East Texas State University at Texarkana (TX)	*	*	*		*
Eastern Connecticut State University (CT)		*	*	**	**
Eastern Illinois University (IL)	*	*		**	**

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86
Eastern Kentucky University (KY)		☆		☆	☆
Eastern Michigan University (MI)					☆☆
Eastern Montana College (MT)	☆	☆	☆	☆☆	
EASTERN NEW MEXICO UNIVERSITY (NM)	☆	☆	☆	☆☆	☆☆
Eastern Oregon State College (OR)	☆	☆			☆
Eastern Washington University (WA)	☆	☆		☆	☆
EDINBORO UNIVERSITY OF PENNSYLVANIA (PA)	☆	☆	☆	☆☆	☆☆
Emporia State University (KS)	☆	☆	☆		
FAIRMONT STATE COLLEGE (WV)	☆	☆	☆	☆	☆
Fayetteville State University (NC)	☆	☆			
FITCHBURG STATE COLLEGE (MA)	☆	☆	☆	☆☆	☆☆
Florida Agricultural and Mechanical University (FL)	☆				☆☆
Florida Atlantic University (FL)			☆		☆☆
Florida International University (FL)	☆	☆		☆☆	☆☆
FORT HAYS STATE UNIVERSITY (KS)	☆	☆	☆	☆	☆
Fort Lewis College (CO)					☆
Framingham State College (MA)			☆		
FRANCIS MARION COLLEGE (SC)	☆	☆	☆	☆	☆
FROSTBURG STATE COLLEGE (MD)	☆	☆	☆	☆	☆
GEORGE MASON UNIVERSITY (VA)	☆	☆	☆	☆	☆
GEORGIA COLLEGE (GA)	☆	☆	☆	☆	☆
GEORGIA SOUTHERN COLLEGE (GA)	☆	☆	☆	☆	☆
Georgia Southwestern College (GA)		☆	☆	☆	☆
Georgia State University (GA)	☆	☆			
Glassboro State University (NJ)				☆☆	
Glenville State College (WV)		☆	☆	☆	☆
Governors State University (IL)		☆			
Graduate School & University Center of the City University of New York (NY)					☆☆
Grambling State University (LA)	☆		☆	☆	
GRAND VALLEY STATE COLLEGE (MI)	☆	☆	☆	☆	☆
Harris-Stowe State College (MO)		☆	☆	☆	☆
Henderson State University (AR)	☆	☆	☆	☆	
Herbert H. Lehman College (NY)			☆		
Humacao University College (PR)				☆	☆
IDAHO STATE UNIVERSITY (ID)	☆	☆	☆	☆	☆
ILLINOIS STATE UNIVERSITY (IL)	☆	☆	☆	☆	☆
INDIANA STATE UNIVERSITY (IN)	☆	☆	☆	☆	☆
Indiana University East (IN)		☆		☆	
Indiana University of Pennsylvania (PA)	☆			☆☆	☆☆
Jackson State University (MS)		☆			☆
Jacksonville State University (AL)		☆	☆	☆☆	
James Madison University (VA)	☆	☆	☆	☆	
Jersey City State College (NJ)		☆		☆☆	
John Jay College of Criminal Justice (NY)	☆	☆	☆	☆☆	
Kearney State University (NE)	☆	☆		☆☆	
Keene State College (NH)	☆		☆	☆☆	☆☆
Kennesaw College (GA)		☆	☆	☆	☆
Kent State University (OH)	☆	☆			☆☆
Kutztown University (PA)		☆		☆☆	☆☆

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86
La Montana Regional College (PR)				*	
LAKE SUPERIOR STATE COLLEGE (MI)	*	*	*	*	**
Lamar University--Beaumont (TX)	*	*		*	*
Lander College (SC)	*	*		*	*
Laredo State University (TX)		*	*		*
Lewis-Clark State College (ID)		*	*	*	*
Lincoln University (PA)		*			
Livingston University (AL)	*			*	*
Lock Haven University (PA)	*	*	*	**	
Longwood College (VA)	*	*		*	*
Louisiana State University in Shreveport (LA)	*	*		*	*
Louisiana Tech University (LA)	*			*	
Lyndon State College (VT)	*	*		**	
Maine Maritime Academy (ME)		*			
Mankato State University (MN)		*			
Mansfield University (PA)	*		*	**	**
MARSHALL UNIVERSITY (WV)	*	*	*	*	*
Mary Washington College (VA)		*	*	*	*
Massachusetts Maritime Academy (MA)		*			**
MAYVILLE STATE COLLEGE (ND)	*	*	*	*	*
MCNEESE STATE UNIVERSITY (LA)	*	*	*	*	*
Memphis State University (TN)	*	*	*		*
Mesa College (CO)	*	*		*	*
METROPOLITAN STATE COLLEGE (CO)	*	*	*	*	*
Metropolitan State University (MN)				**	**
MIDDLE TENNESSEE STATE UNIVERSITY (TN)	*	*	*	*	*
MIDWESTERN STATE UNIVERSITY (TX)	*	*	*	*	*
MILLERSVILLE UNIVERSITY (PA)	*	*	*	**	**
Minot State College (ND)			*	*	*
Mississippi University for Women (MS)			*	*	*
Mississippi Valley State University (MS)	*				
Missouri Southern State College (MO)	*		*	*	*
Missouri Western State College (MO)	*		*	*	*
Montana College of Mineral Science & Technology (MT)	*	*	*	*	
Montclair State College (NJ)				*	**
Moorhead State University (MN)				**	
Morehead State University (KY)	*	*		*	*
Morgan State University (MD)				*	
Murray State University (KY)	*	*	*		*
New Jersey Institute of Technology (NJ)	*				
New Mexico Highlands University (NM)					*
Nicholls State University (LA)			*		*
North Adams State College (MA)	*	*			**
North Carolina Agricultural & Technical State University (NC)		*	*	*	*
North Carolina Central University (NC)		*			*
North Georgia College (GA)					*
North Texas State University (TX)	*			*	*
Northeast Louisiana University (LA)	*		*	*	*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86
Northeast Missouri State University (MO)		☆	☆	☆	☆
Northeastern Illinois University (IL)	☆	☆		☆☆	☆☆
Northeastern State University (OK)					☆
NORTHERN ARIZONA UNIVERSITY (AZ)	☆	☆	☆	☆	☆
NORTHERN ILLINOIS UNIVERSITY (IL)	☆	☆	☆	☆	☆
Northern Kentucky University (KY)	☆	☆	☆		☆
Northern Michigan University (MI)	☆	☆		☆☆	☆☆
Northern Montana College (MT)	☆			☆☆	
Northern State College (SD)		☆	☆	☆☆	☆☆
Northwest Missouri State University (MO)			☆	☆	☆
Northwestern Oklahoma State University (OK)	☆				☆
Northwestern State University (LA)		☆		☆	
OAKLAND UNIVERSITY (MI)	☆	☆	☆	☆	☆☆
OLD DOMINION UNIVERSITY (VA)	☆	☆	☆	☆	☆
Oregon Institute of Technology (OR)	☆	☆		☆	☆
Pan American University (TX)			☆	☆	☆
Panhandle State University (OK)				☆	☆
Pembroke State University (NC)	☆			☆	☆
Peru State College (NE)	☆		☆	☆☆	☆☆
Pittsburg State University (KS)		☆	☆	☆☆	☆☆
Plymouth State College (NH)	☆		☆	☆	☆
Ponce Technological University College--UPR (PR)					☆
Portland State University (OR)	☆	☆		☆☆	
Purdue University at Calumet (IN)		☆		☆	☆
Radford University (VA)	☆		☆	☆	☆
Ramapo College of New Jersey (NJ)	☆				☆☆
Rhode Island College (RI)	☆			☆☆	
Saginaw Valley State College (MI)		☆	☆		☆☆
Salem State College (MA)		☆	☆	☆☆	☆☆
SALISBURY STATE COLLEGE (MD)	☆	☆	☆	☆	☆
Sam Houston State University (TX)					☆
San Diego State University (CA)		☆			☆☆
Sangamon State University (IL)			☆	☆	☆
SAVANNAH STATE COLLEGE (GA)	☆	☆	☆	☆	☆
SHEPHERD COLLEGE (WV)	☆	☆	☆	☆	☆
Shippensburg University (PA)		☆	☆	☆☆	☆☆
Slippery Rock University (PA)	☆	☆	☆		
Sonoma State University (CA)	☆	☆		☆☆	☆☆
South Dakota School of Mines & Technology (SD)			☆	☆☆	☆☆
SOUTHEAST MISSOURI STATE UNIVERSITY (MO)	☆	☆	☆	☆	☆
Southeastern Louisiana University (LA)		☆	☆		☆
Southeastern Massachusetts University (MA)			☆		☆☆
Southeastern Oklahoma State University (OK)			☆	☆	
SOUTHERN ARKANSAS UNIVERSITY (AR)	☆	☆	☆	☆	☆
Southern Connecticut State University (CT)		☆	☆	☆☆	☆☆
Southern Illinois University at Carbondale (IL)					☆

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86
Southern Illinois University at Edwardsville (IL)	*	*		*	*
SOUTHERN OREGON STATE COLLEGE (OR)	*	*	*	**	**
Southern Technical Institute (GA)		*	*	*	*
Southern Utah State College (UT)			*	*	*
SOUTHWEST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*
SOUTHWEST STATE UNIVERSITY (MN)	*	*	*	**	**
Southwest Texas State University (TX)	*	*		*	*
Southwestern Oklahoma State University (OK)	*		*	*	*
ST. CLOUD UNIVERSITY (MN)	*	*	*	**	**
St. Mary's College of Maryland (MD)	*	*	*		
STATE UNIVERSITY COLLEGE AT BROCKPORT (NY)	*	*	*	**	**
State University College at Buffalo (NY)	*		*	**	**
State University College at Geneseo (NY)		*	*	**	**
State University College at Plattsburgh (NY)		*		**	**
STATE UNIVERSITY COLLEGE OF ARTS & SCIENCES AT POTSDAM (NY)	*	*	*	**	**
STATE UNIVERSITY OF NEW YORK COLLEGE AT CORTLAND (NY)	*	*	*	**	**
State University of New York College at Fredonia (NY)	*	*	*		**
State University of New York College at New Paltz (NY)	*				
State University of New York College at Old Westbury (NY)		*		**	
State University of New York College at Oneonta (NY)				**	
State University of New York College at Purchase (NY)		*	*		
State University of New York College of Technology at Utica/Rome (NY)	*		*	**	**
Stephen F. Austin State University (TX)	*		*	*	*
Stockton State College (NJ)				**	**
Sul Ross State University (TX)				*	*
TENNESSEE TECHNOLOGICAL UNIVERSITY (TN)	*	*	*	*	*
TEXAS A&I UNIVERSITY (TX)	*	*	*	*	*
TEXAS A&M UNIVERSITY AT GALVESTON (TX)	*	*	*	*	*
Texas Woman's University (TX)			*	*	
Towson State University (MD)	*		*	*	*
TRENTON STATE COLLEGE (NJ)	*	*	*	**	**
Troy State University (AL)		*	*	*	*
UNIVERSITY OF AKRON, THE (OH)	*	*	*	*	*
University of Alabama in Huntsville (AL)	*				
University of Alaska at Anchorage (AK)		*			*
University of Alaska at Fairbanks (AK)				*	
University of Alaska at Juneau (AK)		*	*	**	
University of Arkansas at Little Rock (AR)				*	*
University of Arkansas at Monticello (AR)	*			*	*
UNIVERSITY OF BALTIMORE (MD)	*	*	*	*	*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86
University of Central Arkansas (AR)		☆	☆	☆	☆
University of Central Florida (FL)	☆			☆☆	☆☆
UNIVERSITY OF COLORADO AT COLORADO SPRINGS (CO)	☆	☆	☆	☆	☆
University of Colorado at Denver (CO)	☆	☆	☆	☆	
University of Guam (GU)	☆	☆			
University of Houston--Clear Lake (TX)	☆			☆	☆
University of Houston--Downtown (TX)	☆	☆	☆	☆	
University of Houston--Victoria (TX)	☆	☆			
UNIVERSITY OF LOWELL (MA)	☆	☆	☆	☆☆	☆☆
University of Maine at Farmington (ME)			☆	☆☆	
University of Maine at Fort Kent (ME)			☆		
University of Maine at Presque Isle (ME)		☆	☆	☆☆	☆☆
University of Maryland Baltimore County (MD)	☆	☆		☆	☆
University of Montevallo (AL)			☆	☆	☆
UNIVERSITY OF NEBRASKA AT OMAHA (NE)	☆	☆	☆	☆☆	☆☆
UNIVERSITY OF NEVADA, LAS VEGAS (NV)	☆	☆	☆	☆	☆
University of New Orleans (LA)	☆	☆			
University of North Alabama (AL)	☆	☆		☆	☆
University of North Carolina at Asheville (NC)	☆		☆	☆	
University of North Carolina at Charlotte (NC)		☆	☆	☆	☆
University of North Carolina at Greensboro (NC)	☆	☆		☆	☆
University of North Carolina at Wilmington (NC)		☆		☆	
University of North Florida (FL)			☆		
University of Northern Colorado (CO)	☆	☆		☆	☆
UNIVERSITY OF NORTHERN IOWA (IA)	☆	☆	☆	☆☆	☆☆
University of Pittsburgh at Johnstown (PA)	☆				
University of Puerto Rico, Medical Sciences Campus (PR)					☆
University of Puerto Rico at Mayaguez (PR)					☆
University of Puerto Rico at Rio Piedras (PR)				☆	☆
UNIVERSITY OF SCIENCE & ARTS OF OKLAHOMA (OK)	☆	☆	☆	☆	☆
University of South Alabama (AL)		☆	☆	☆	☆
University of South Carolina (SC)		☆			
UNIVERSITY OF SOUTH CAROLINA AT AIKEN (SC)	☆	☆	☆	☆	☆
University of South Carolina Coastal Carolina College (SC)	☆		☆		
UNIVERSITY OF SOUTH CAROLINA AT SPARTANBURG (SC)	☆	☆	☆	☆	☆☆
University of South Dakota at Springfield (SD)	☆	☆	☆		
University of South Florida (FL)	☆	☆			☆☆
UNIVERSITY OF SOUTHERN COLORADO (CO)	☆	☆	☆	☆	☆
University of Southern Indiana (IN)	☆	☆		☆	☆

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86
University of Southern Maine (ME)	*			**	*
University of Southern Mississippi (MS)	*	*	*	*	
University of Southwestern Louisiana (LA)	*		*	*	*
UNIVERSITY OF TENNESSEE AT CHATTANOOGA (TN)	*	*	*	*	*
UNIVERSITY OF TENNESSEE AT MARTIN (TN)	*	*	*	*	*
UNIVERSITY OF TEXAS AT DALLAS (TX)	*	*	*	*	*
University of Texas at San Antonio (TX)			*	*	*
University of Texas at Tyler (TX)	*	*	*		*
UNIVERSITY OF TEXAS OF THE PERMIAN BASIN (TX)	*	*	*	*	*
University of the District of Columbia (DC)	*		*	**	**
University of Toledo, The (OH)		*		*	*
UNIVERSITY OF WEST FLORIDA (FL)	*	*	*	**	**
UNIVERSITY OF WISCONSIN OSHKOSH (WI)	*	*	*	*	*
University of Wisconsin--Eau Claire (WI)	*		*	*	*
University of Wisconsin--Green Bay (WI)			*	*	*
University of Wisconsin--La Crosse (WI)	*	*	*		*
University of Wisconsin--Parkside (WI)	*		*		
University of Wisconsin--Platteville (WI)			*	*	*
University of Wisconsin--River Falls (WI)		*	*		
University of Wisconsin--Stevens Point (WI)		*	*	*	*
UNIVERSITY OF WISCONSIN--STOUT (WI)	*	*	*	**	*
University of Wisconsin--Superior (WI)		*	*	*	*
University of Wisconsin--Whitewater (WI)			*	*	*
University Missouri--St. Louis (MO)				*	*
VALDOSTA STATE COLLEGE (GA)	*	*	*	*	*
Valley City State College (ND)				*	*
Washburn University (KS)	*	*		*	
Wayne State College (NE)		*	*	**	
WEBER STATE COLLEGE (UT)	*	*	*	*	*
West Chester State College (PA)	*	*		**	
WEST GEORGIA COLLEGE (GA)	*	*	*	*	*
WEST LIBERTY STATE COLLEGE (WV)	*	*	*	*	*
West Texas State University (TX)			*	*	*
WEST VIRGINIA COLLEGE OF GRADUATE STUDIES (WV)	*	*	*	*	*
West Virginia Institute of Technology (WV)		*	*	*	*
West Virginia State College (WV)				*	
Western Carolina University (NC)	*	*		*	*
Western Connecticut State University (CT)	*		*	**	
WESTERN ILLINOIS UNIVERSITY (IL)	*	*	*	**	**
WESTERN KENTUCKY UNIVERSITY (KY)	*	*	*	*	*
Western Michigan University (MI)		*	*	**	**
Western Montana College (MT)		*	*		**
WESTERN NEW MEXICO UNIVERSITY (NM)	*	*	*	*	**
WESTERN OREGON STATE COLLEGE (OR)	*	*	*	**	**
Western State College of Colorado (CO)			*	*	*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86
Western Washington University (WA)		*		*	*
Westfield State College (MA)	*	*		**	**
WICHITA STATE UNIVERSITY (KS)	*	*	*	*	*
William Paterson College of New Jersey (NJ)			*		**
Winona State University (MN)	*	*		**	
Winston-Salem State University (NC)	*	*	*		*
Winthrop College (SC)	*				*
Worchester State College (MA)	*		*	**	
Wright State University (OH)		*			
Youngstown State University (OH)		*	*	**	**
	205	227	215	268	262

TOTAL OF AASCU COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE SURVEY AT LEAST ONCE DURING THE FIVE YEARS OF THE SURVEY:: 350

TOTAL OF AASCU COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN EACH OF THE FIVE YEARS OF THE SURVEY:: 82

TOTAL OF AASCU COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE "TREND STUDY YEARS" OF 1982-83 (SECOND) AND 1985-86 (FIFTH):: 174

GRAND TOTAL OF TIMES AASCU COLLEGES AND UNIVERSITIES HAVE PARTICIPATED IN THE AASCU/CUPA NATIONAL FACULTY SURVEY BY DISCIPLINE AND RANK OVER THE FIVE YEARS (1981-82, 1982-83, 1983-84, 1984-85, AND 1985-86), OF THE SURVEY:: 1,177

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